

**Bethesda Worship Ministry & Worship Team
Handbook**

Worship Ministry & Worship Team Handbook

Contents:

Purpose of the Worship Team.....	3
Worship Philosophy.....	3
Why Do People Get Involved In Worship Ministry?.....	4
Discovering Your Call – Are You Called to Worship Ministry?.....	4
What Worship Opportunities Exist?.....	4
Worship Team Musicians, Singers, and Technical Artists.....	4
Special Choirs & Volunteers.....	5
Expanded Worship Arts.....	5
How Do I Join The Worship Team?.....	5
Worship Ministry & Worship Team Handbook.....	5
Worship Ministry Interview.....	5
Introductory Participation & Hands-on Training.....	6
Worship Team Requirements.....	6
A Personal Relationship With Jesus Christ.....	6
Demonstrate A Life That Is Honoring To Jesus.....	7
Regularly Attend the Church or Site at Which You Serve.....	7
Appropriate Musical or Technical Ability and Fit.....	7
Worship Ministry Details.....	8
Worship Team Rotation Schedules.....	8
Weekly Rehearsal Attendance.....	8
Rehearsal Times.....	9
Sunday Morning Meeting for Prayer.....	9
Dress Code.....	9
Other Considerations & Ongoing Expectations for Worship Team Involvement.....	10
Submitting To God.....	10
Personal Worship.....	10
Leading Worship.....	10
Group Dynamics and Your Role.....	11
Matthew 18 Rule of Reconciliation.....	11
Your Involvement is Ministry.....	12
Group Rehearsals.....	12
In Our Weekly Gatherings.....	12
One-On-One Meetings.....	12
Introduction To New Music.....	13
Online Calendar.....	13
Weekly News Via Email.....	13
Using The Website.....	13
Final Thoughts.....	14

Resources:

- The Mission Statement & Vision of Our Church**
- Worship Team Covenant**
- Worship Ministry Information & Commitment Form**
- Personal Evaluation Sheets – Vocal, Instrumental, and Technical**
- Worship Overseer & Worship Leader Contact Information**

We Appreciate Your Interest In Ministry

We are pleased that you have shown interest in becoming a part of Worship Ministry! We believe that worship is one of the primary responsibilities, if not the defining characteristic, of a believer in Christ. Therefore we treat God's requirement to worship Him as a *priority* in our lives and lifestyles.

Purpose of the Worship Team

The primary purpose of any Worship Team is to give glory to our Lord, the Creator of Heaven and Earth. He is the Alpha and Omega, the God of the Universe who is to be the whole purpose of our lives. He is worthy of all of our worship, and in our church, the responsibility lies with the Worship Team to help *create a place in which people can be led by the Holy Spirit into an encounter with God.*

Working as a whole, the Worship Team brings several elements to our service of worship including music, but also reinforcement of the spoken message, scripture reading, drama, visual arts, and media; these are the visible ministering arts aside from our individual worship. Ministry should not be a responsibility that is taken lightly, nor with mediocrity. We want to bring God the best we have – that is what we call *excellence*.

In the context of a worship team, excellence would include all of the talents and skills He has blessed us with, time devoted to rehearsals, practicing and learning at home, and leading worship services with a genuine heart to glorify God.

Worship Philosophy

Music is an essential part of worship. Psalm 81:1-4 says, “*Sing praises to God, our strength. Sing to the God of Jacob. Sing! Beat the tambourine. Play the sweet lyre and the harp. Blow the ram’s horn at new moon, and again at full moon to call a festival! For this is required by the decrees of Israel; it is a regulation of the God of Jacob*” (NLT). Music is something that is not only encouraged for worship in the Bible, but it is commanded. It is a very valuable tool for leading people into worship.

But worship *music* should never be thought of as the entirety of worship itself. Worship is to be an expression of love and praise toward God that comes out from our entire lives, not just our songs. “*Therefore, I urge you, brothers, in view of God’s mercy, to offer your bodies as living sacrifices, holy and pleasing to God – this is your spiritual act of worship*” (Romans 12:1 NIV). We are to live our lives for the glory of God – this is true worship. Someone once said, “Everything we do is either an act of worship or an act of idolatry.” The truth is, many people tend to view music as the only form of worship we offer to God. We sing songs and worship God, and then we go home and live our lives like normal. But this is not what God has commanded. Everything we do can be worship. If we wash the dishes or walk the dog to the glory of God, even that is our offering of worship. Serving others is our worship of God. Serving others is our reflection of Christ’s heart in our lives.

Our purpose as a worship team in the wide spectrum of community worship is to glorify God in our gatherings and events, and to *create a place in which people can be led by the Holy Spirit into an encounter with God.* At the same time, our worship offered as a Worship Team is not just during worship gatherings. The very acts of submitting our talents to God, serving others in worship, and practicing at home are worship.

Why Do People Get Involved In Worship Ministry?

Some people get involved in the Worship Ministry because that is where their abilities are found. They are skilled musicians and technicians or have been blessed with quality singing voices. It seems like a natural place to minister. Others just have a desire to serve and are looking for a place to “plug in.”

We believe that the basis for involvement should begin with a sense of God’s *calling*. Do you believe that at this point in your life, God has called you to lead others into worship through your involvement in the Worship Ministry? Once that question is addressed, then your spiritual giftedness, natural talents, and developed abilities will help clarify your role in the Worship Ministry.

Discovering Your Call – Are You Called to Worship Ministry?

The worship ministry is one of the most vital ministries in the local church and should be viewed as a sacred office. Discovering your call begins with a **DESIRE** to be used by God to **IMPACT** the local church *and* the community around you. To examine your ministry calling, refer to the following four “voices” that can help provide a level of guidance.

1) *THE VOICE OF THE SPIRIT* (inward impression)

You always know when God is speaking to you because His prompting will burn within you. (Galatians 5:25, “*Since we live by the Spirit, let us keep in step with the Spirit.*”)

2) *THE VOICE OF REASON* (common sense)

We sometimes don’t use common sense when making decisions. For example, common sense would involve looking at your skills relative to the area of ministry you’re interested in.

3) *THE VOICE OF FRIENDS* (trusted friends)

If you surround yourself with believers that have your best interests at heart, they will provide the necessary guidance you need (*Proverbs 11:14, “For lack of guidance a nation falls, but many advisers make victory sure;” Proverbs 12:15, “The way of a fool seems right to him, but a wise man listens to advice;” Proverbs 15:22, “Plans fail for lack of counsel, but with many advisers they succeed.”*).

4) *THE VOICE OF OPPORTUNITY* (circumstances)

Be aware of the doors the Lord will open for you. He specializes in orchestrating circumstances around you so that you can see His provision. Paul writes of opportunity in 1 Corinthians 16:9, “*because a great door for effective work has opened to me...*” and Colossians 4:3, “*And pray for us, too, that God may open a door for our message, so that we may proclaim the mystery of Christ...*” Remember that vision precedes provision!

What Worship Opportunities Exist?

Worship Team Musicians, Singers, and Technical Artists

The worship ministry facilitates worship each week using a Worship Team comprised of musicians and singers, as well as technical artists (who use their talents for sound reinforcement, media, lights, and camera). When possible, different teams will lead worship based upon the current *Schedule*. There will be mid-week rehearsals with warm-up rehearsals on Sunday mornings. (“*Schedules,*” “*Weekly Rehearsals* and “*Rehearsal Times*” are discussed later in this handbook.)

Special Choirs & Volunteers

Special choirs may be formed and other volunteers may be asked to participate in special events such as Christmas, Easter, *etc.* Rehearsal times will be set based upon volunteer availability; usually once on the week prior to the service, and on Saturday mornings.

Expanded Worship Arts

The worship ministry is also open to other forms of fine art and technical talents such as painting, sculpting, drama, film & video production, and more. If you have ideas or know someone with special gifts and talents to be used by the Lord, please contact the Worship Overseer to discuss the possibility of worship involvement.

How Do I Join The Worship Team?

If you are reading this handbook, then you may have already begun the process of joining the group of musicians, singers, artists, and technicians that make up our Worship Team! The *Worship Ministry & Worship Team Handbook*, the *Worship Ministry Interview*, and *Introductory Periods* are important steps that fit into the process of becoming a Worship Team member. Those desiring to serve as sound, video, lighting, or camera technicians will also need to read and familiarize themselves with the concepts and information in their appropriate materials as well.

Worship Ministry & Worship Team Handbook

This handbook provides you with *qualifications* with which to examine yourself, gives you a basic look at *how we approach worship*, and provides you with the *procedures we follow* as we strive for order and excellence in serving and worshipping the Lord. It also lays out the *scriptural foundations* of your role and performance in the Worship Ministry.

Worship Ministry Interview

You will also need to participate in a *Worship Ministry Interview* with the Worship Overseer and your team's Worship Leader. During the interview we will explore your *calling, background, and leadership role* as part of the Worship Ministry. We will highlight the *requirements and other considerations* defined in this handbook as well as the purpose and vision of the worship ministry. The interview is also important to the Worship Overseer in exploring your spiritual gifts as well as your musical or technical experience and skills.

Your interview will incorporate the following components:

- A discussion of the *Worship Ministry & Worship Team Handbook*. Please bring your handbook to your interview.
- A discussion of the *Worship Ministry Information & Commitment Form* (a copy is available at the back of this book). Please fill out this form and bring it to your interview.
- A discussion regarding your ministry calling, spiritual walk, and background
- A demonstration of vocal, instrumental, artistic, or technical ability and suitability. Musicians are expected to bring their instrument. Vocalist should prepare one song to sing without accompaniment.

Along with God's leading, the information gathered from the interview enables the Worship Overseer & Worship Leader to determine how you might fit into the ministry, what the focal areas of the ministry will be, and how to best organize the ministry.

Introductory Participation & Hands-on Training

Once you have completed the above-mentioned steps, you will be eligible to begin your initial participation, known as the *Introductory Period*. For sound and video technicians, this marks the beginning of your *Hands-on Training* period.

Introductory Periods are usually a minimum of three to six weeks. During this time, musicians and singers will attend mid-week rehearsals but not serve on the Worship Team at weekly gatherings. This will provide for you to observe the way rehearsals are conducted quantify how much time and commitment is required, and get to know other members of the Worship Team. At the same time, we can assess your gifts, talents, and commitment in serving the Lord through this ministry.

Hands-on Training for technical artists will involve *observing* a mentor technician during services for several weeks. When you are ready, you will begin running sound, media, lights, or camera *under supervision* of a mentor technician for several more weeks.

After such time it will be up to the discretion of the *Worship Overseer* and *Technician Mentor* as to when individuals will begin to participate during services. Once your Introductory Period is over, you will eventually be placed on a regular *Schedule*.

Worship Team Requirements

In any area we use our God-given gifts and abilities, there are certain requirements that help us excel under that particular role in the Body of Christ. We ask you to *closely examine yourself* to see if the Worship Ministry is the *appropriate area* in which to use your gifts. You must...

1. Have a personal relationship with Jesus Christ
2. Demonstrate an honest, authentic desire to live a life that is honoring to Jesus
3. Regularly attend weekend services at church
4. Demonstrate appropriate musical or technical ability and fit

A Personal Relationship With Jesus Christ

It is impossible for us to lead others in worship if we are not worshipers ourselves. Since Worship Team members provide an example of and help create a place for worship for those seeking Christ, one must know Christ to participate.

If you do not personally know Christ, please join in a more casual worship environment or perhaps a small-group that would permit you to use your musical gifts while you seek out a relationship with Jesus. Please see the Worship Overseer about such opportunities and how you can get involved.

Demonstrate A Life That Is Honoring To Jesus

Worship Team is a leadership-type ministry – not more important than other ministries, but certainly more visible. Because of this, we approach our ministry involvement as leaders, knowing that our way of life will be “considered by others.” This involves a commitment to being an example and a witness in attitude, appearance, and behavior. (*Ephesians 4:1* “As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received.”) If at any time during your Worship Team involvement, should you feel that your life is not reflecting well on Christ or His church and that such actions could be a stumbling block for those looking to your example, we ask that you *voluntarily step down* and remove yourself from ministry. At the same time, you must know that the Worship Overseer will not hesitate to ask you to step down in such situations. We do this for your benefit as well as that of the congregation which you serve, and encourage you to seek council with a member of the pastoral staff or other believer in working to *restore your fellowship* with Christ, the Worship Ministry, and the church body. Our goal is restoration, not condemnation. We all go through times when we need to work through issues and find a place where we can be restored back into ministry.

Please note, *going through tough times does not reflect poorly on Christ; our reflection is shown by how we choose to respond to those challenging times.*

One of the greatest perks of being a part of any team is the ability to depend on others in times of weakness; when those you depend on *depend on Christ*, there is no obstacle too large to overcome, nor is there any burden too great to bear.

Regularly Attend the Church

You must be a *faithful participant* in the life of this congregation as demonstrated by your *attendance and involvement*, regularly attending worship gatherings and other church events. (*Hebrews 10:24-25* “And let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another – and all the more as you see the Day approaching.”) We further encourage you to *consider membership* with our church if you are not already an active member.

As one serving in ministry, you also must support and be in general agreement with our *Mission Statement*. Our *Mission Statement* is outlined at the end of this handbook.

Appropriate Musical or Technical Ability and Fit

As a Worship Team musician, vocalist, artist, or technician, you need to be skilled and talented enough to follow along at the level of the other participants. In addition, you must be a good fit in style, blend, personality, and skills. While you can review the personal evaluation forms at the back of this handbook, here are some general guidelines:

Musicians need to be able to:

- Perform well with others
- Learn new material quickly
- Demonstrate suitable ability and style on an instrument
- Follow lead sheets and chord charts

Singers need to be able to:

- Perform well with others
- Learn new material quickly
- Demonstrate suitable style, range, blend, and accurate pitch

Sound/Video Technicians need to be able to:

- Cooperate well with others on a team
- Learn new information quickly including equipment use

Worship Ministry Details

To familiarize you with the Worship Ministry, we have listed some of our important details and processes. These details are subject to change.

WORSHIP TEAM SCHEDULES:

In order to give all Worship Ministry participants the opportunity to share and lead, a rotation of teams has been devised. There may be five teams, for instance, that rotate every few weeks. This allows for all teams to participate within a four-week period. A *Worship Team Schedule* is distributed roughly every 3 months and indicates which days each team is leading worship.

Every Week: Consists of 5 teams, which rotate week to week.

This is the model we have most commonly employed. A team will be serving one week either morning service or evening and the next week or 2 weeks will be off. This allows for team members to worship with their families every other week. Rehearsals are held at a mid-week practice and highly encouraged to be continuous weekly practice in order for teams to improve musicianship and worship together consistently.

WEEKLY REHEARSAL ATTENDANCE:

Worship Team members are required to be faithful and punctual in their attendance of rehearsals, services, and other events for which they are scheduled. If you are not able to make a rehearsal or be there for the worship service, please inform your Worship Leader as soon as possible so that other arrangements can be made (see "*Worship Overseer & Worship Leader Contact Information*"). Additionally, you will generally not be able to participate in the Sunday service if you cannot make the mid-week rehearsal unless arrangements have been made. Excessive absence or tardiness may result in a probationary improvement period or removal from team participation.

REHEARSAL TIMES:

The Worship Team generally meets for a time during the week rehearsal and for a warm-up rehearsal on the day of a service or event. It is expected that musicians and singers, as well as sound and video technicians attend during the week rehearsals. The following times should be verified during your interview:

During Week Evening Rehearsal – Depending on team
Sunday Morning Warm-ups - 8:00am Sunday Morning Sound-Check - 8:45am
Sunday Evening Warm-ups - 4:30pm Sunday Evening Sound-Check - 5:15pm

SUNDAY MORNING/EVENING MEETING FOR PRAYER:

Sunday mornings/evenings, the team on schedule will spend the last 5-10 minutes of practice in prayer or devotion before each service. In addition to the crucial need for prayer, this helps gather everyone together in time. After prayer, the team will go directly to the stage to begin.

DRESS CODE:

As mentioned before, this is a leadership ministry and we are all leaders – We have an example to set. Our dress code is casual, but *modest and presentable*. For instance, men should avoid wearing clothing that is excessively worn. Women should avoid wearing revealing clothing such as low cut blouses or short skirts. We do not want our clothing to get in the way or be a distraction while leading worship. This remark is also true of being “overly-dressed”. We should be the “unseen” oracles of God.

Overall, remember this tip when making decisions on your clothing, *“if you are unsure if it is acceptable, you probably shouldn’t wear it.”* Also be mindful that our *Sunday Best* could cause others to view the ministry of our church as being unwelcoming toward those that look different or don’t meet our expensive *dress code*; we always want to present a ministry that comes across as being accepting and approachable by those feeling called to ministry within our congregation as well as first-time worshippers.

Examples That Are Acceptable:

- Dresses
- Pants
- Dockers or Slacks
- Modest Skirts
- Nice Colored or Denim Jeans
- Nice T-shirts without Logos/Writing. Christian logos
- Knit, Button-Up or Polo Shirts
- Hooded sweat-shirts
- Dress-hats, Knit-caps without Logos/Writing, Christian logos
- Sweaters and Sweat-shirts without Logos/Writing, Christian logos

Examples That Are Not Acceptable:

- Tank, Tube, or Halter Tops & other Strapless Shirts
- Excessively Worn or Torn Clothing
- Exercise Pants or Sweats
- Exposed Belly Buttons or Midriffs
- Shorts (Including Walking Shorts)
- Excessively Short Skirts
- Dresses with High Slits up into the thigh area
- T-shirts with Logos/Writing
- Overly wrinkled clothing
- Baseball Caps

Other Considerations & Ongoing Expectations for Worship Team Involvement

As mentioned, this is a *leadership* ministry and others look to our lives and behavior as examples. Everyone on the team, both musicians and those in the tech booth serves an important part in *leading worship*, and is therefore responsibly *accountable* for their actions in doing so. (see 1 Corinthians 4:2 “Now it is required that those who have been given a trust must prove faithful.” As well as James 3:1). In addition to the qualifying characteristics previously outlined, consider the following:

Submitting To God

One thing that honors God within a Worship Team is submitting the talents He has given you to Him, to the other team members, and to the congregation. As musicians and singers for instance, we are not called to be rock stars, but to humbly submit ourselves. Sometimes this is hard on the ego. While leading worship, how often can we fall into the trap of thinking about how people are looking at us? We should always keep our focus on God and not our performance. Our performance is not submitting to God. In these cases, we are seeking to glorify ourselves instead of Him. When we do this, it is cheating God, cheating the congregation, and cheating ourselves of true worship. Always focus on God. Remember, if you didn’t have the ability or gift to lead through music then you wouldn’t have been called to be on the team.

Another act of submission that honors God is to submit ourselves to the overall sound or mix of the music. A lot of times as musicians we’ll feel we need to play all the time, be loud, and be heard by the congregation. But playing and singing like that can ruin the overall sound of musical worship. We have to realize that balance is what makes a good sound, and many times less is more. The simpler we keep the sound, the better. Sometimes the best thing for us to do as musicians and singers during a song is to *not play or sing* during a certain section. Look to your Worship Leader for direction in this, and submit to their leadership. As an individual, you are one *part of a group* whose goal is to lead others into the worship of God. We all need to find out how we can work together as a team to create the best possible sound during our time of worship.

Personal Worship

Our worship needs to be an expression of our hearts as well. If we are not truthfully worshipping God through our music or art, but just singing the words and playing the notes, it will show through to the congregation. But if we are genuine, and our hearts are really focused on God, that too will be evident to the congregation and can inspire them in their own worship. We need to make sure that we are worshipping God for the pure reason that *He deserves it*. Spend time with God throughout the week so that He is not a stranger when we come together in our weekly worship gatherings. Make room for music in your own time of personal worship and devotions. When we minister to a large group of people in a worship setting, our worship leading will only be an overflow of what we are doing privately. Truly worshipping does not mean losing yourself in worship; after all, we are leading others. “If we lose ourselves in worship, the congregation loses out.” - Worship leader Kathryn Scott. This is why it is so important to set aside time each week that will allow you to personally connect with God and be able to “lose” yourself in Him.

Leading Worship

A big part about leading worship is creating flow – no matter what your role on the Worship Team (sound, video, lights, camera, and other arts included). This is the process where we illustrate a journey for worshipers to enter into the gates of God’s throne room. It is accomplished by merging all elements of a worship gathering into one clear message with minimal distractions or interruptions. By eliminating distractions and most interruptions, we can help to keep the focus on God and off the other things.

While it's true that wrong notes, loud instruments, and off-key singers can be a distraction in worship, so can the sound reinforcement, lighting and media that is provided. We need to make sure that the lighting is set up; sound reinforcement should not be loud and overbearing but smoothly mixed and engaging. Pastors should sound like they're speaking instead of using a bull-horn. Errors and delays in the media presentation can also be a big distraction. The technical artists (sound, light, media, and camera) have the responsibility to always be alert and ready. The technicians are the backbone in our worship gatherings.

Group Dynamics and Your Role

Working in a team can be tough, especially if you have clashing personalities within the group. As with any group, being on the Worship Team takes patience, understanding, and most of all, humility. 1 Peter 5:5 instructs, "...All of you, clothe yourselves with humility toward one another, because, 'God opposes the proud but gives grace to the humble.'" Pride can cause some big problems within a team. Sometimes I think God can put us in group situations in order to check our pride. In a group, we'll come across ideas that differ from our own, and we can use those opportunities to learn and to see the situations from the perspective of another. We may come to realize that we are not always right.

It is important to hold your role in ministry "with a loose hand," giving God and those you serve under the ability to use your gifts as they best serve our church. (Hebrews 13:17 "Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you.") The fact is, in a worship team, each member needs to serve one another. When we are serving, we are loving and building unity within the group. "Make every effort to keep yourselves united in the Spirit, binding yourselves together with peace" (Ephesians 4:3 NLT). There needs to be mutual respect and love among the members. There should be no member who is spotlighted above the rest, but we should all have the attitude that everyone has their place, and no one else could fill it like they could. Often the Worship Leader will primarily lead the songs vocally. It's not that their gift is any greater than any other team member; however, they are the leader of the team and generally the one who the congregation looks to for leadership during worship; for this reason alone, they may seem to have a spotlight when they are merely serving God. We must all humbly submit our gifts to God with a loose hand. Only God knows our hearts.

We can definitely get to know each other, however. A fantastic way to build unity is to set aside time together outside our gatherings and rehearsals. So as a group, the Worship Team not only worships God together, but we meet occasionally for fellowship and training. As we also meet together each week for prayer and devotions, and as we grow together spiritually it will show through our ministry.

The Matthew 18 Rule for Reconciliation

At times, conflict will arise. When it does, God has prepared us with the tools we need to face it and see it through positively, efficiently, and in an edifying manner. Read Matthew 18:15-20 and you'll see the steps we are to take to positively resolve conflict...how many steps are required will vary upon the situation.

- a) Tell them in private of the wrong that was perceived
- b) Go again with one or two other worship team members present and Worship Leader
- c) Bring it up with Pastor Simi or any of the elders for council and help with resolution

Remember, where two or three come together in His name, He is there with them!

Your Involvement is Ministry

Remember that whether you participate in the Worship Team as a musician, singer, or technician ... it is your *ministry*. You are there to serve others and minister to them. It is the task of the Worship Team to make it easy for them to get into an attitude of worship. A crucial aspect of leading worship through music or the technical arts is that it is an act of service. We are serving those that we are leading, giving them an outlet for their worship.

Group Rehearsals

Remember, the mid-week rehearsal is the time when you sharpen your sound and technical cues for the glory of God. It is a *group* rehearsal apart from our *personal* rehearsal time and learning of songs. You are expected to listen to the song samples online and be able to capture the musical style (or recognize song cues for techs). Then we can come together to bring all our individual roles together in a group rehearsal.

Make sure you are ready to work as a team, take notes, and most of all, use the practice time as an act of worship. Psalm 33:3 says, “*Sing to him a new song; play skillfully, and sing with joy*” (NIV). We are to be joyful in our worship, but at the same time, play skillfully, because God deserves our best. Rehearsal is the time when we can practice both.

In Our Weekly Gatherings

Worship is not about us; it is about God. In worship, the congregation will feed off of you. So make sure that your heart is focused on God. It will show through to the listeners, and if you are passionately worshiping, it can inspire them to do so as well. It goes the other way, too. If you look dead and show no emotion at all, it could de-energize the congregation. Our weekly gatherings are the culmination of our expression of worship. Above all, make sure this is the time where you are completely submissive to God and the moving of the Holy Spirit. Sometimes, you may have something planned out from rehearsal, but the Holy Spirit might spur the leader to play that bridge one more time at the end of a song or to just vamp on a chord progression for a while, creating a contemplative atmosphere. Be flexible and allow room for the Spirit to work in your hearts and the hearts of the people in the congregation.

One-On-One Meetings

Part of creating order, clarity, and excellence in ministry requires finding ways to continually spur one another forward. That’s what One-On-One Meetings are all about. One or two times a year, you can expect to meet with the Worship Overseer and your Worship Leader to give and receive feedback regarding your experiences and your role on the Worship Team. One-On-One Meetings are a two-way opportunity for you to let us know what’s working for you and for us to challenge you to move beyond your present place and skill level.

Many churches have difficulty implementing any evaluation of their ministries, but worship is a high and holy calling and so prayerful consideration should be given to how we lead worship.

Evaluating people's gifts and hearts is not easy, but when we commit to it we find that it causes people to place a higher value on their participation in the ministry; it encourages them to make a higher quality commitment; and it forces them to face their fears and overcome their tendency toward comparison and insecurity.

INTRODUCTION OF NEW MUSIC:

We will periodically distribute new-music mp3s, lyrics, and/or music charts. These *new-music packages* include new songs that the Worship Team may incorporate into our worship in the future. The packages are distributed for you to get familiar with them before they are introduced. There may be times when special rehearsals will be scheduled to go through these songs for practice and suitability. The source of these

songs vary from Pastors to congregation members; if you have songs that you would like to recommend, please inform one of the Worship Leaders.

ONLINE SCHEDULE:

We utilize an online-schedule so that all team members can check the Sundays they are serving. This communication tool is invaluable as it allows members to be responsible for the times they serve.

WEEKLY NEWS VIA EMAIL:

Worship Overseer will email information to you so that you can print it out and prepare before coming to the mid-week practice. It is your responsibility to print your own music and come prepared to the mid-week practices. If you cannot print your music, simply let the Worship Leader know so that they can have an extra copy available for you for the night of practice.

WEBSITE INFORMATION:

Latest information, schedules go to [http://www.betегда.com/worship](http://www.betезда.com/worship)
Song Repertoire <https://www.betегда.com/songs>

Final Thoughts

Every one of us was created to worship our Everlasting God. Through the songs that we sing, the actions of our hands, the sacrifice we make as we turn our lives over to Him, our very lives become an offering to our King. Worship is how we connect with our Creator and give Him back all of the honor that is due to Him. What an honor and privilege it is to be able to facilitate part of that worship for people!

As worship leaders (for that is what the Worship Team is doing), we have been called to usher people into the throne room, where they will have an opportunity to touch the heart of God. Pray that we will never lose sight of that mission. Pray that God will give us the strength, the resources, and the abilities to praise Him. And pray that our focus will never be taken off of Christ as the Object of our worship. Pray that we never focus more on the act of worship than who we worship...Jesus Christ.

We appreciate your dedication and service and recognize the sacrifice you are making in serving the Lord in this way. A lot of time and work goes into preparing for our gatherings each week, and your dedication will reflect a commitment to making each and every gathering a blessing. May you glorify the Lord in all that you do!

Resources

The Mission Statement & Vision of Our Church

Mission Statement:

As members of the worship team we want to grow spiritually, know God, and encourage others to know and grow into a closer relationship with Him daily.

Our Vision:

We exist as an anointed worship ministry comprised of vocalists and instrumentalists who strive for excellence, live exemplary Christian lives, and can lead the congregation in worship of Jesus Christ through songs and prayers that glorify God.

Worship Team Covenant

Our goal is to help others experience the love of God, and lead them into His presence.

“Glorify the Lord with me; let us exalt His name together.”

-Psalm 34:3 NIV

As a member of the worship community at Bethesda Pentecostal Church, I commit myself to the following values and guidelines.

- * Be punctual to practices/services, as it shows respect to leaders and team members.
- * Come prepared with the practiced songs
- * Attend all required team meetings & trainings
- * Maintain regular church attendance and consistent tithing
- * Be teachable, correctable, and willing to be disciplined
- * Keep short accounts with others on the team
- * "always seek to understand before being understood"
- * Be a team player, always striving for unity
- * Remain submitted under the covering and leading of the church, pastors, and leadership
- * Fully embrace and support the vision as formulated by the leaders.
- * Pray daily for the Bethesda family, leadership and others in your life.
- * Strive to maintain a pure and holy lifestyle glorifying God above all

Name: _____

Date: _____

'May the God who gives endurance and encouragement give you a spirit of unity among yourselves as you follow Christ Jesus, so that with one heart and mouth you may glorify the God and Father of our Lord Jesus Christ.'

-Romans 15:5,6 NIV

'Do nothing out of selfish ambition or conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others.'

-Phil. 2:3,4 NIV

Worship Ministry Information & Commitment Form

Contact Information: Please print clearly and fill out the following information for your interview.

Name: _____

Mailing Address/City/Zip: _____

Home Phone: (____) _____ Work Phone: (____) _____

Cell Phone: (____) _____ Other Phone: (____) _____

Email: _____

Alt Email: _____

Do you have weekly access to the Internet & email to check Worship Team updates?
(circle one)

Yes

No

Identify your three favorite ways of spending free time (e.g., hobbies, interests, etc.)

Why would you like to be involved in the Worship Arts Ministry and/or Worship Team?

Have you made a decision to receive Jesus Christ as your personal savior?
(circle one)

Yes

No

If yes, how long have you been a Christian? (Give a brief description of your relationship with Jesus Christ)

Are you currently involved with a small-group or bible study group? (circle one)

Yes

No

How long have you been attending our church? _____

Are you currently serving in any other areas of ministry here?
(If so, please list :)

VOCALISTS:

What vocal part do you sing? _____ Do you read music? _____

Can you sing by ear? _____ Can you pick out harmony part by ear? _____

What style(s) of music do you have experience singing? (worship, jazz, rock, etc.) _____

MUSICIANS:

What instrument(s) are you interested in playing for the Worship Team _____

Do you read music? _____ Can you play by chord charts/lead sheets? _____

What style(s) of music do you have experience playing? (worship, jazz, rock, etc.) _____

ALL:

What musical, technical, or arts experience have you had? (professional, church, school, garage band)

Worship Ministry Commitment Statement: . *If you have questions regarding any of the Worship Ministry & Worship Team Handbook, please first discuss them with the Worship Overseer. Otherwise, please read & sign below.*

I have read through the *Worship Ministry & Worship Team Handbook* and I understand that by participating in the Worship Ministry / Worship Team, it is implied that I meet the *requirements* for Worship Team participants, agree with the vision & purpose of the Worship Ministry, and agree with the ongoing *expectations* for Worship Team participants as outlined in the handbook.

Signature: _____

Date: _____

Instructions:

Effective evaluation of performance is an on-going process and our goal is to maximize the potential of every musician. The Worship Team Evaluation is a valuable tool used for your personal development, as well as an opportunity to identify your successes, and leadership opportunities.

Success Factors

Basic core competencies are being evaluated. The success factors include core competencies common to the standards, vision and values of Bethesda Romanian Pentecostal Church. Rate each factor based on performance in their current role on the worship team. If you rate yourself anything other than a 3, please comment as to why.

Rating Scale:

- Level 5 **Exceptional**
Performance *far* exceeded expectations due to exceptionally high quality of service performed in all *essential* areas of responsibility, resulting in an overall quality of service that was superior; and either 1) included the completion of a major goal or project, or 2) made an exceptional or unique contribution to the team. This rating is achievable, though given infrequently.
- Level 4 **Exceeds expectations**
Performance consistently exceeded expectations in all *essential* areas of responsibility, and the quality of service overall was excellent.
- Level 3 **Meets expectations**
Performance consistently met expectations in all *essential* areas of responsibility, at times possibly exceeding expectations, and the quality of service overall was very good. The most critical goals were met.
- Level 2 **Improvement needed**
Performance did not *consistently* meet expectations – performance failed to meet expectations in one or more *essential* areas of responsibility.
- Level 1 **Unsatisfactory**
Performance was consistently below expectations in most *essential* areas of responsibility. Significant improvement is needed or the volunteer will be transferred to a different team and/or relieved of duties.

Personal Evaluation Sheet – Vocal

Name: _____

Interview

Date/Time: _____

Rate yourself from 1-5 on the following characteristics; 5 being best...

_____ **FAITHFUL:** Speaks to the exposure, understanding, and devotion to the Worship Ministry purpose, vision, and values. Is worship evident throughout the week in the form of prayer, devotions, and accountability? Are new songs and styles studied and practiced outside of rehearsal time?

_____ **AVAILABLE:** Speaks to the mere availability of the person. Are you able to commit time and availability to the Worship Ministry?

_____ **TEACHABLE:** Speaks to two aspects. 1) the potential and openness for new ideas and teaching (regarding vocal skills and concepts) as well as the actual ability to achieve new goals; and 2) when new goals are required, are you within the scope of what *can* be taught or what *should* be taught inside the ministry – or should the instruction come from outside the ministry?

_____ **OVERALL:** Speaks to the overall evaluation of one's fit with the worship ministry when examining the direction of the ministry and its goals – as well as the technical skill and willingness to achieve those goals.

Rate yourself from 1-5 in the following technical areas; 5 = all the time; 1= seldom...

_____ **ACCURATE PITCH:** Speaks to the ability to learn and sing the accurate notes at the appropriate times. It means listening to oneself, the other singers, and the instruments, and self-correcting any sharp or flat tendencies in a particular song. It also speaks to one's use of vibrato (which itself is a variation of pitch).

_____ **RHYTHMIC PRECISION:** Speaks to one's ability to render sung phrases correctly as they are rhythmically intended. Are you dragging? Are you cutting off too early or holding on too late? Is your use of vibrato preventing you from doing so?

_____ **APPROPRIATE TONE:** Speaks to the vocal tone or timbre in which one sings in particular sections of songs. Is it appropriate for the song? Should it be strong? Should it be tender? Should it be loose? Should it be precise?

_____ **BLEND:** Speaks to the blend of one's voice with the other singers. Are you listening to the other singers? Does your voice stick out? Is it too loud? Are you singing too softly?

_____ **ENCOURAGING PRESENTATION:** Speaks to how you appear as a lead worshipper. Are you connecting with the congregation through eye contact and facial expression? Do you encourage clapping or other outward forms of worship? Do you have a sourpuss face with your eyes glued to the music stand?

_____ **MUSIC STYLE:** Speaks to the *exposure*, understanding, and experience with different musical styles, especially praise and worship genre. Do you have the ability to express that style with your voice?

_____ **EAR:** Speaks to the ability to hear and respond to vocal strengths and weaknesses. Can you self-correct? Are you able to ad lib or sing in harmony? Can you tell when you are succeeding or failing in the previous mentioned areas?

Personal Evaluation Sheet – Instrumental

Name: _____

Interview Date/Time: _____

Rate yourself from 1-5 on the following characteristics; 5 being best...

_____ **FAITHFUL:** Speaks to the exposure, understanding, and devotion to the Worship Ministry purpose, vision, and values. Is worship evident throughout the week in the form of prayer, devotions, and accountability? Are new songs and styles studied and practiced outside of rehearsal time?

_____ **AVAILABLE:** Speaks to the mere availability of the person. Are they able to commit time and availability to the Worship Ministry?

_____ **TEACHABLE:** Speaks to two aspects. 1) the potential and openness for new ideas and teaching (regarding instrument skills and concepts) as well as the actual ability to achieve new goals; and 2) when new goals are required, are they within the scope of what *can* be taught or what *should* be taught inside the ministry – or should the instruction come from outside the ministry?

_____ **OVERALL:** Speaks to the overall evaluation of one's fit with the worship ministry when examining the direction of the ministry and its goals – as well as the technical skill and willingness to achieve those goals.

Rate yourself from 1-5 in the following technical areas; 5 = all the time; 1= seldom...

_____ **CHART READING:** Speaks to the ability and experience to read and follow chord charts and lead sheets, (without full orchestral and rhythm section scores. Are specific passages, structures, or changes in songs written and remembered for actual worship time. Are you making notations on your charts?

_____ **RHYTHMIC PRECISION:** Speaks to the ability to play accurate rhythms in a precise manner with the other players and singers and as the particular song dictates.

_____ **MUSICALITY:** Speaks to the accuracy and exposure of certain rhythms, chords structures, and moods of certain song styles. Does the instrumentation fight or enhance other aspects of the worship presentation? Is it in sync with and is it sensitive to the other players and singers?

_____ **GEAR:** Speaks to whether an individual has access to the appropriate gear in order to participate.

_____ **MUSIC STYLE:** Speaks to the exposure, understanding, and experience with different musical styles, especially today's praise and worship genre. Do you have the ability to express that style with your instrument?

Personal Evaluation Sheet – Technical

Name: _____

Interview Date/Time: _____

Rate yourself from 1-5 on the following characteristics; 5 being best...

_____ FAITHFUL: Speaks to the exposure, understanding, and devotion to the Worship Ministry purpose, vision, and values. Is worship evident throughout the week in the form of prayer, devotions, and accountability? Are new songs and styles studied and practiced outside of rehearsal time?

_____ AVAILABLE: Speaks to the mere availability of the person. Are they able to commit time and availability to the Worship Ministry?

_____ TEACHABLE: Speaks to two aspects.

1) the potential and openness for new ideas and teaching (regarding technical skills and concepts) as well as the actual ability to achieve new goals;

2) when new goals are required, are they within the scope of what *can* be taught or what *should* be taught inside the ministry – or should the instruction come from outside the ministry?

_____ OVERALL: Speaks to the overall evaluation of one's fit with the worship ministry when examining the direction of the ministry and its goals – as well as the technical skill and willingness to achieve those goals.

Rate yourself from 1-5 in the following technical areas; 5 = all the time; 1= seldom...

_____ KNOWLEDGE OF EQUIPMENT: Speaks to the overall knowledge and/or quick learning of new equipment and procedures.

_____ DEMONSTRATED OPERATION: Speaks to one's demonstrated ability to run sound or visual elements in smooth flow without sacrificing the message.

_____ TECHNICAL CONCEPTS: Speaks to one's learning and understanding of particular concepts involved in using the equipment to achieve a conceptual goal. (i.e. monitor spill, prelude music, attentiveness in the tech booth, etc.)

_____ ARTISTRY: Speaks to one's internal artistry of their craft. This means a familiarity with and study of the styles of music, or visual elements and presentation that will be presented.

WORSHIP OVERSEER & WORSHIP LEADER CONTACT INFO:

The following information should be verified during your interview:

WORSHIP OVERSEER:

NAME: Emil Ghiurau
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CELL PHONE: 248-885-2311

WORSHIP LEADER:

NAME: Daniel Murzea
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WORSHIP LEADER:

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WORSHIP LEADER:

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